

TEHACHAPI-CUMMINGS COUNTY WATER DISTRICT

Resolution No. 06-25

A RESOLUTION OF THE BOARD OF DIRECTORS
OF TEHACHAPI-CUMMINGS COUNTY WATER DISTRICT
AMENDING A PUBLICLY AVAILABLE SALARY SCHEDULE
FOR AUTHORIZED POSITIONS

A. Recitals.

(i) District employees are contract members of the California Public Employees Retirement System ("CalPERS").

(ii) Pursuant to Government Code section 20636 and section 570.5 Title 2 of the California Code of Regulations, a CalPERS' members' "pay rate" must be set forth on a pay schedule that meets all of the following requirements:

(1) Has been duly approved and adopted by the employer's governing body in accordance with the requirements of the public meeting laws;

(2) Identifies the position title for every employee position;

(3) Shows the pay rate for each identified position, which may be stated as a single amount or as multiple amounts within a range;

(4) Indicates the time base, including but not limited to, whether the time base is hourly, daily, bi-weekly, monthly, bi-monthly or annually;

(5) Is posted at the office of the employer or immediately accessible and available for public review from the employer during normal business hours or posted on the employer's internet website;

(6) Indicates an effective date and date of any revisions;

(7) Is retained by the employer and available for public inspection for not less than five years; and

(8) Does not reference another document in lieu of disclosing the pay rate.

B. Resolution.

1. Each of the preceding factual recitals is true and correct and the Board so finds and determines.

2. Attached hereto as **Exhibit A** is the salary schedule for employees of Tehachapi-Cummings County Water District effective as of the date of this Resolution, duly approved and adopted by the Board of Directors of Tehachapi-Cummings County Water District at a regular meeting of the Board of Directors held in accordance with the requirements of all applicable public meeting laws.

3. The Board of Directors hereby delegates to the General Manager the authority to determine for each employee the employee's step within the pay range hereby established for such employee's position.

4. A copy of this Resolution, including the attached salary schedule, shall be immediately accessible and available for public review at the District's office during normal business hours and shall be retained and shall be made available for public inspection for not less than five years from the date of this Resolution.

5. The Board of Directors may amend the attached salary schedule, including Exhibit A, from time to time by minute order or resolution. The amended salary schedule likewise shall be immediately available for public review at the District's office during normal business hours and shall be retained and shall be made available for public inspection for not less than five years from the date of such amendment.

PASSED, APPROVED and ADOPTED on this 18th day of June, 2025.



Robert W. Schultz, Board President

ATTEST:



Catherine Adams, Board Secretary

SECRETARY'S CERTIFICATE

I, CATHERINE ADAMS, Secretary of the Board of Directors of Tehachapi-Cummings County Water District, hereby certify as follows:

The foregoing is a full, true and correct copy of Resolution No. 06-25 duly adopted at a regular meeting of the Board of Directors of the District, duly and legally held at the regular meeting place thereof on June 18, 2025. All the members of the Board of Directors received due notice of the meeting and a majority thereof was present. At the meeting, the resolution was adopted by the following vote:

AYES: Ables, Hall, Davis, Schultz

NOES: None

ABSTAIN: None

ABSENT: Sasia

ATTEST:



Catherine Adams, Board Secretary

(SEAL)



SALARY SCHEDULE FOR AUTHORIZED POSITIONS

<u>Non-exempt:</u>	<u>Range¹</u>
Accounting Assistant.....	81
Administrative Assistant I.....	58
Administrative Assistant II.....	72
Controls and Emissions Technician (Vacant).....	80
Controls and Emissions Specialist (Vacant).....	120
GIS Technician.....	76
Heavy Duty Mechanic I.....	87
Heavy Duty Mechanic II.....	98
Heavy Equipment Operator.....	90
Lead Mechanic.....	110
Operations Assistant.....	48
Pipeline Foreman.....	100
Pipeline Maintenance I.....	76
Pipeline Maintenance II.....	87

Additional Compensation:

On-Call Duty.....	\$200.00/week or \$28.57/day
-------------------	---------------------------------

Hourly:

Temporary Hourly Employee (entry level).....	24
Temporary Hourly Employee (re-hire).....	Same current range for position
Temporary Replacement Rate.....	Up to the rate of employee replaced

Exempt:

General Manager.....	GM
Assistant General Manager – Operations.....	151
Operations Manager (Vacant).....	141
Administration Manager.....	141
Pipeline Supervisor.....	134
Pumping Systems Supervisor.....	134
Accounting and Finance Specialist.....	124

Revised 02/19/25

[1] See Attachment 1 for the monthly salary of each step within each pay range. From time to time, the Board may amend the pay schedule by minute order or resolution.



SALARY SCHEDULE - 2025
EFFECTIVE JULY 14, 2025

REV: 00
 1.9% COLA

RANGE	HOURLY WAGE					MONTHLY SALARY				
	A	B	C	D	E	A	B	C	D	E
1	14.58	15.31	16.08	16.88	17.72	2527	2654	2787	2926	3071
2	14.76	15.50	16.28	17.09	17.94	2558	2687	2822	2962	3110
3	14.92	15.67	16.45	17.27	18.13	2586	2716	2851	2993	3143
4	15.04	15.79	16.58	17.41	18.28	2607	2737	2874	3018	3169
5	15.19	15.95	16.75	17.59	18.47	2633	2765	2903	3049	3201
6	15.34	16.11	16.92	17.77	18.66	2659	2792	2933	3080	3234
7	15.48	16.25	17.06	17.91	18.81	2683	2817	2957	3104	3260
8	15.67	16.45	17.27	18.13	19.04	2716	2851	2993	3143	3300
9	15.85	16.64	17.47	18.34	19.26	2747	2884	3028	3179	3338
10	15.98	16.78	17.62	18.50	19.43	2770	2909	3054	3207	3368
11	16.15	16.96	17.81	18.70	19.64	2799	2940	3087	3241	3404
12	16.32	17.14	18.00	18.90	19.85	2829	2971	3120	3276	3441
13	16.47	17.29	18.15	19.06	20.01	2855	2997	3146	3304	3468
14	16.63	17.46	18.33	19.25	20.21	2883	3026	3177	3337	3503
15	16.77	17.61	18.49	19.41	20.38	2907	3052	3205	3364	3533
16	16.97	17.82	18.71	19.65	20.63	2941	3089	3243	3406	3576
17	17.14	18.00	18.90	19.85	20.84	2971	3120	3276	3441	3612
18	17.29	18.15	19.06	20.01	21.01	2997	3146	3304	3468	3642
19	17.47	18.34	19.26	20.22	21.23	3028	3179	3338	3505	3680
20	17.67	18.55	19.48	20.45	21.47	3063	3215	3377	3545	3721
21	17.83	18.72	19.66	20.64	21.67	3091	3245	3408	3578	3756
22	18.02	18.92	19.87	20.86	21.90	3123	3279	3444	3616	3796
23	18.19	19.10	20.06	21.06	22.11	3153	3311	3477	3650	3832
24	18.34	19.26	20.22	21.23	22.29	3179	3338	3505	3680	3864
25	18.57	19.50	20.48	21.50	22.58	3219	3380	3550	3727	3914
26	18.74	19.68	20.66	21.69	22.77	3248	3411	3581	3760	3947
27	18.90	19.85	20.84	21.88	22.97	3276	3441	3612	3793	3981
28	19.12	20.08	21.08	22.13	23.24	3314	3481	3654	3836	4028
29	19.29	20.25	21.26	22.32	23.44	3344	3510	3685	3869	4063
30	19.49	20.46	21.48	22.55	23.68	3378	3546	3723	3909	4105
31	19.71	20.70	21.74	22.83	23.97	3416	3588	3768	3957	4155
32	19.87	20.86	21.90	23.00	24.15	3444	3616	3796	3987	4186
33	20.07	21.07	22.12	23.23	24.39	3479	3652	3834	4027	4228
34	20.28	21.29	22.35	23.47	24.64	3515	3690	3874	4068	4271
35	20.48	21.50	22.58	23.71	24.90	3550	3727	3914	4110	4316
36	20.68	21.71	22.80	23.94	25.14	3585	3763	3952	4150	4358
37	20.92	21.97	23.07	24.22	25.43	3626	3808	3999	4198	4408
38	21.10	22.16	23.27	24.43	25.65	3657	3841	4033	4235	4446
39	21.32	22.39	23.51	24.69	25.92	3695	3881	4075	4280	4493
40	21.52	22.60	23.73	24.92	26.17	3730	3917	4113	4319	4536
41	21.75	22.84	23.98	25.18	26.44	3770	3959	4157	4365	4583
42	21.97	23.07	24.22	25.43	26.70	3808	3999	4198	4408	4628
43	22.18	23.29	24.45	25.67	26.95	3845	4037	4238	4449	4671
44	22.42	23.54	24.72	25.96	27.26	3886	4080	4285	4500	4725
45	22.62	23.75	24.94	26.19	27.50	3921	4117	4323	4540	4767

RANGE	HOURLY WAGE					MONTHLY SALARY				
	A	B	C	D	E	A	B	C	D	E
46	22.84	23.98	25.18	26.44	27.76	3959	4157	4365	4583	4812
47	23.07	24.22	25.43	26.70	28.04	3999	4198	4408	4628	4860
48	23.32	24.49	25.71	27.00	28.35	4042	4245	4456	4680	4914
49	23.55	24.73	25.97	27.27	28.63	4082	4287	4501	4727	4963
50	23.79	24.98	26.23	27.54	28.92	4124	4330	4547	4774	5013
51	24.01	25.21	26.47	27.79	29.18	4162	4370	4588	4817	5058
52	24.25	25.46	26.73	28.07	29.47	4203	4413	4633	4865	5108
53	24.49	25.71	27.00	28.35	29.77	4245	4456	4680	4914	5160
54	24.73	25.97	27.27	28.63	30.06	4287	4501	4727	4963	5210
55	24.98	26.23	27.54	28.92	30.37	4330	4547	4774	5013	5264
56	25.25	26.51	27.84	29.23	30.69	4377	4595	4826	5067	5320
57	25.49	26.76	28.10	29.51	30.99	4418	4638	4871	5115	5372
58	25.74	27.03	28.38	29.80	31.29	4462	4685	4919	5165	5424
59	25.98	27.28	28.64	30.07	31.57	4503	4729	4964	5212	5472
60	26.26	27.57	28.95	30.40	31.92	4552	4779	5018	5269	5533
61	26.52	27.85	29.24	30.70	32.24	4597	4827	5068	5321	5588
62	26.78	28.12	29.53	31.01	32.56	4642	4874	5119	5375	5644
63	27.04	28.39	29.81	31.30	32.87	4687	4921	5167	5425	5697
64	27.33	28.70	30.14	31.65	33.23	4737	4975	5224	5486	5760
65	27.61	28.99	30.44	31.96	33.56	4786	5025	5276	5540	5817
66	27.88	29.27	30.73	32.27	33.88	4833	5073	5327	5593	5873
67	28.15	29.56	31.04	32.59	34.22	4879	5124	5380	5649	5931
68	28.41	29.83	31.32	32.89	34.53	4924	5171	5429	5701	5985
69	28.72	30.16	31.67	33.25	34.91	4978	5228	5489	5763	6051
70	29.00	30.45	31.97	33.57	35.25	5027	5278	5541	5819	6110
71	29.30	30.77	32.31	33.93	35.63	5079	5333	5600	5881	6176
72	29.59	31.07	32.62	34.25	35.96	5129	5385	5654	5937	6233
73	29.88	31.37	32.94	34.59	36.32	5179	5437	5710	5996	6295
74	30.20	31.71	33.30	34.97	36.72	5235	5496	5772	6061	6365
75	30.48	32.00	33.60	35.28	37.04	5283	5547	5824	6115	6420
76	30.80	32.34	33.96	35.66	37.44	5339	5606	5886	6181	6490
77	31.08	32.63	34.26	35.97	37.77	5387	5656	5938	6235	6547
78	31.41	32.98	34.63	36.36	38.18	5444	5717	6003	6302	6618
79	31.71	33.30	34.97	36.72	38.56	5496	5772	6061	6365	6684
80	32.03	33.63	35.31	37.08	38.93	5552	5829	6120	6427	6748
81	32.35	33.97	35.67	37.45	39.32	5607	5888	6183	6491	6815
82	32.66	34.29	36.00	37.80	39.69	5661	5944	6240	6552	6880
83	33.01	34.66	36.39	38.21	40.12	5722	6008	6308	6623	6954
84	33.32	34.99	36.74	38.58	40.51	5775	6065	6368	6687	7022
85	33.67	35.35	37.12	38.98	40.93	5836	6127	6434	6757	7095
86	33.98	35.68	37.46	39.33	41.30	5890	6185	6493	6817	7159
87	34.35	36.07	37.87	39.76	41.75	5954	6252	6564	6892	7237
88	34.71	36.45	38.27	40.18	42.19	6016	6318	6633	6965	7313
89	35.03	36.78	38.62	40.55	42.58	6072	6375	6694	7029	7381
90	35.36	37.13	38.99	40.94	42.99	6129	6436	6758	7096	7452
91	35.75	37.54	39.42	41.39	43.46	6197	6507	6833	7174	7533
92	36.09	37.89	39.78	41.77	43.86	6256	6568	6895	7240	7602
93	36.48	38.30	40.22	42.23	44.34	6323	6639	6971	7320	7686
94	36.81	38.65	40.58	42.61	44.74	6380	6699	7034	7386	7755
95	37.17	39.03	40.98	43.03	45.18	6443	6765	7103	7459	7831
96	37.56	39.44	41.41	43.48	45.65	6510	6836	7178	7537	7913
97	37.94	39.84	41.83	43.92	46.12	6576	6906	7251	7613	7994
98	38.32	40.24	42.25	44.36	46.58	6642	6975	7323	7689	8074

RANGE	HOURLY WAGE					MONTHLY SALARY				
	A	B	C	D	E	A	B	C	D	E
99	38.71	40.65	42.68	44.81	47.05	6710	7046	7398	7767	8155
100	39.07	41.02	43.07	45.22	47.48	6772	7110	7465	7838	8230
101	39.47	41.44	43.51	45.69	47.97	6841	7183	7542	7920	8315
102	39.88	41.87	43.96	46.16	48.47	6913	7257	7620	8001	8401
103	40.26	42.27	44.38	46.60	48.93	6978	7327	7693	8077	8481
104	40.68	42.71	44.85	47.09	49.44	7051	7403	7774	8162	8570
105	41.08	43.13	45.29	47.55	49.93	7121	7476	7850	8242	8655
106	41.49	43.56	45.74	48.03	50.43	7192	7550	7928	8325	8741
107	41.90	44.00	46.20	48.51	50.94	7263	7627	8008	8408	8830
108	42.34	44.46	46.68	49.01	51.46	7339	7706	8091	8495	8920
109	42.75	44.89	47.13	49.49	51.96	7410	7781	8169	8578	9006
110	43.18	45.34	47.61	49.99	52.49	7485	7859	8252	8665	9098
111	43.61	45.79	48.08	50.48	53.00	7559	7937	8334	8750	9187
112	44.06	46.26	48.57	51.00	53.55	7637	8018	8419	8840	9282
113	44.47	46.69	49.02	51.47	54.04	7708	8093	8497	8921	9367
114	44.94	47.19	49.55	52.03	54.63	7790	8180	8589	9019	9469
115	45.39	47.66	50.04	52.54	55.17	7868	8261	8674	9107	9563
116	45.81	48.10	50.51	53.04	55.69	7940	8337	8755	9194	9653
117	46.28	48.59	51.02	53.57	56.25	8022	8422	8843	9285	9750
118	46.77	49.11	51.57	54.15	56.86	8107	8512	8939	9386	9856
119	47.20	49.56	52.04	54.64	57.37	8181	8590	9020	9471	9944
120	47.68	50.06	52.56	55.19	57.95	8265	8677	9110	9566	10045
121	48.17	50.58	53.11	55.77	58.56	8349	8767	9206	9667	10150
122	48.64	51.07	53.62	56.30	59.12	8431	8852	9294	9759	10247
123	49.11	51.57	54.15	56.86	59.70	8512	8939	9386	9856	10348
124	49.64	52.12	54.73	57.47	60.34	8604	9034	9487	9961	10459
125	50.12	52.63	55.26	58.02	60.92	8687	9123	9578	10057	10559
126	50.61	53.14	55.80	58.59	61.52	8772	9211	9672	10156	10663
127	51.12	53.68	56.36	59.18	62.14	8861	9305	9769	10258	10771
128	51.66	54.24	56.95	59.80	62.79	8954	9402	9871	10365	10884
129	52.16	54.77	57.51	60.39	63.41	9041	9493	9968	10468	10991
130	52.67	55.30	58.07	60.97	64.02	9129	9585	10065	10568	11097
131	53.22	55.88	58.67	61.60	64.68	9225	9686	10169	10677	11211
132	53.74	56.43	59.25	62.21	65.32	9315	9781	10270	10783	11322
133	54.27	56.98	59.83	62.82	65.96	9407	9877	10371	10889	11433
134	54.78	57.52	60.40	63.42	66.59	9495	9970	10469	10993	11542
135	55.37	58.14	61.05	64.10	67.31	9597	10078	10582	11111	11667
136	55.93	58.73	61.67	64.75	67.99	9695	10180	10689	11223	11785
137	56.50	59.33	62.30	65.42	68.69	9793	10284	10799	11339	11906
138	57.06	59.91	62.91	66.06	69.36	9890	10384	10904	11450	12022
139	57.59	60.47	63.49	66.66	69.99	9982	10481	11005	11554	12132
140	58.18	61.09	64.14	67.35	70.72	10085	10589	11118	11674	12258
141	58.76	61.70	64.79	68.03	71.43	10185	10695	11230	11792	12381
142	59.37	62.34	65.46	68.73	72.17	10291	10806	11346	11913	12509
143	59.95	62.95	66.10	69.41	72.88	10391	10911	11457	12031	12633
144	60.56	63.59	66.77	70.11	73.62	10497	11022	11573	12152	12761
145	61.17	64.23	67.44	70.81	74.35	10603	11133	11690	12274	12887
146	61.77	64.86	68.10	71.51	75.09	10707	11242	11804	12395	13016
147	62.38	65.50	68.78	72.22	75.83	10813	11353	11922	12518	13144
148	63.03	66.18	69.49	72.96	76.61	10925	11471	12045	12646	13279
149	63.63	66.81	70.15	73.66	77.34	11029	11580	12159	12768	13406
150	64.27	67.48	70.85	74.39	78.11	11140	11697	12281	12894	13539
151	64.92	68.17	71.58	75.16	78.92	11253	11816	12407	13028	13679

RANGE	HOURLY WAGE					MONTHLY SALARY				
	A	B	C	D	E	A	B	C	D	E
152	65.56	68.84	72.28	75.89	79.68	11364	11932	12529	13154	13811
153	66.24	69.55	73.03	76.68	80.51	11482	12055	12659	13291	13955
154	66.89	70.23	73.74	77.43	81.30	11594	12173	12782	13421	14092
155	67.56	70.94	74.49	78.21	82.12	11710	12296	12912	13556	14234
156	68.21	71.62	75.20	78.96	82.91	11823	12414	13035	13686	14371
157	68.91	72.36	75.98	79.78	83.77	11944	12542	13170	13829	14520
158	69.62	73.10	76.76	80.60	84.63	12067	12671	13305	13971	14669
159	70.28	73.79	77.48	81.35	85.42	12182	12790	13430	14101	14806
GM	93.70					16241				

Note: Each range is 1% greater than the next lower range. Ex.: range 99 is 1% more than range 98.
Each step is 5% greater than the next lower step. Ex.: step C is 5% more than step B.
Exception = GM. Annual salary approved by Board of Directors under contract and hourly rate derived therefrom.